

Astro News

DSCS vaults hurdle, satellite sent to orbit

Capt. Colleen Lehne
Public Affairs

The Defense Satellite Communications System III B11 spacecraft was launched into orbit on an Atlas IIA rocket Oct. 19 from Cape Canaveral Air Force Station, Fla.

The DSCS constellation, made up of five primary and five residual satellites, aides the Department of Defense, White House, national intelligence agencies and U.S. embassies across the world in providing secure and uninterrupted telephone, facsimile, video, e-mail and Internet communication.

"Successfully launching this second SLEP satellite is one huge step in delivering enhanced capability to the tactical warfighter," said Lt. Col. Terry Peterson, DSCS program manager. "Now our focus is on completing in-depth tests to ensure maximum performance on orbit."

The Service Life Enhancement Program-upgraded DSCS satellite provides higher power amplifiers in all six communication channels, a 200 percent increase over the standard DSCS III. The first

SLEP satellite, B8, was launched Jan. 20 and is operational in the western Pacific. Military communications using DSCS allow leaders worldwide to talk directly to commanders on the battlefield — whether in the air, on land or at sea.

The launch team discovered an initiation timer problem on the satellite during the Composite Electrical Readiness Test conducted Oct. 4, which caused a one-week delay from the original Oct. 12 launch date. The timer activates an important sequence of on-orbit operations; therefore, the launch could not take place with it malfunctioning.

"In an effort to analyze and run tests to determine the root cause of the problem, the team needed to slip the launch about one week," said Peterson. During that time, technical experts were able to troubleshoot the problem and discovered a solution.

"This launch was a significant historical milestone because it was the last of eight DSCS payloads carried on an Atlas IIA rocket," said Lt. Col. Nancy Insprucker, program manager for medium launch vehicles. "All were accomplished



Courtesy photo

An Atlas IIA rocket takes DSCS III B11 into orbit Oct. 19 from Cape Canaveral.

with 100 percent mission success, and marked the completion of the original medium launch vehicle II contract initiated by the Air Force in the wake of the Challenger accident."

"After an extremely quiet early launch count, we suddenly became very busy. The range fouled four separate times. Luckily, we had the 'all-star' team on-console for

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Help wanted: SMC gears up to stabilize work force

Plan addresses recruitment, retention efforts for future

Peggy Hodge
Public Affairs

Stabilizing the future work force has been the number one priority for most Department of Defense work sites around the country.

"The Space and Missile Systems Center is facing a civilian work force challenge in the form of an aging population, potential retirements, a loss of corporate expertise and the challenge of how to replace a significant portion of the civilian force with quality talent in an extremely competitive labor market, all occurring over the next five to seven years," said Sandra Semrod, Chief of Human Resources at SMC.

The Work Force Shaping Communications Plan for the Air Force Materiel Command has been developed to

deal with work force challenges which are affecting the entire Air Force. For a decade, "business as usual" in AFMC meant downsizing, an extended series of manpower reductions and virtually no significant hiring. The balance of retirements and new hires and accompanying career development opportunities declined, the plan explains.

**"Bottom line is we're looking at a declining work force."
— Sandra Semrod,
SMC Chief of Human Resources**

Semrod, Lori Karin, project manager from the Office of Personnel Management, and the Los Angeles AFB civilian personnel office began working critical manning issues for SMC in September.

"Recruitment and retention of a high quality work force to accomplish the mission and objectives of SMC is the

project's goal," said Semrod. "An aging work force and massive retirements are only part of our challenge," she said. "A shortage of applicants to fill vacant positions, applicants who are hesitant in relocating to Los Angeles, as well as a tight labor market and salary inflation in this area further complicate the situation.

"Bottom line," she said, "is we're looking at a declining work force.

"The areas with the most vacancies we have right now are in contracting, security forces and financial management with over 70 combined openings," said Semrod.

"Our goal is to fill most of these 'critical-fill' positions in the near term."

Semrod describes a challenge that goes beyond recruitment and retention.

"We need to prepare for the next generation of employees," said Semrod.

"There are issues in addition to competitive salaries we are looking at as part of this initiative. We want to

— See WORK FORCE, Page 3

this launch,” she said. Although clear weather was forecast, a lone cumulus rain cloud parked over the launch pad, hovering long enough to bring anxious glances skyward as the launch team helplessly hoped for improvements. Luckily, the clouds cleared just before the window opened at 7:36 p.m. Unfortunately, other issues raised concerns during the launch window.

A shipping barge entered the downrange impact hazard area in the Atlantic Ocean, apparently unaware of the warning sent to airmen and mariners the week prior. Data showed this corridor to be the likely place debris from the launch vehicle would plummet to earth after launch. Once again, the

team was saved worries as the barge continued out of the impact area before the launch window expired.

“In addition to the range challenges, the Atlas booster team, expertly led by Maj. Chuck Williamson, dealt with several ground support equipment issues and some errors in the ground launch monitoring system,” said Insprucker.

DSCS space operations personnel were also concerned about the telemetry tracking station in Diego Garcia that would receive the first communication signals from the satellite. Three of the four communication links between Diego Garcia and the satellite operations center at Schriever AFB, Colo., went down. Tests revealed that the

one remaining communication link would be able to transmit the initial telemetry received from the satellite.

“The entire Air Force, Aerospace Corporation and Lockheed Martin team worked through all of these issues aggressively and professionally,” said Insprucker.

Once the satellite lifted off at 8:40 p.m., spacecraft operations were “smooth as silk,” said Peterson. “As predicted, the spacecraft initiation timer worked perfectly on orbit,” he said.

According to Peterson, it took five days after launch for the spacecraft to reach the orbit where it will now undergo three months of testing. Afterwards, the satellite will drift to its position over the eastern

Atlantic where it will be turned over to U.S. Space Command for operational use in March.

During on-orbit testing, SMC personnel from the DSCS program office will provide technical support to a team from Lockheed Martin Missiles and Space Company, The Aerospace Corporation, 3rd Space Operations Squadron at Schriever AFB and the Defense Information Systems Agency.

“It was really rewarding to have another big launch success with DSCS this year,” said Insprucker. “Lt. Col. Peterson and his team are wonderful customers, and I only wish we could give them some more rides next year!”

CFC update: Organizations win leadership awards

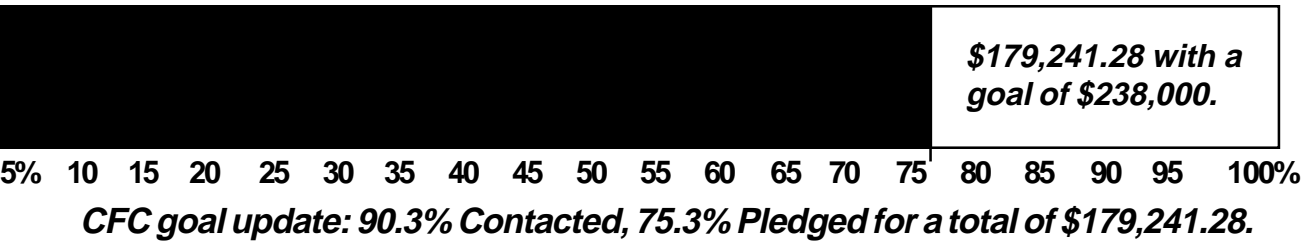
Randy Funk
CFC Coordinator

Congratulations to these Los Angeles AFB organizations which have “blown-away” their CFC pledge goals: 61st SFS, HO, IG, IN, JA, MV, PA, TL, XP, CC and CCR. Your support and pledges will provide needed help and assistance to many men, women and children resid-

ing in the greater Los Angeles area. Several other organizations are very close to achieving their CFC goals.

At the start of this year’s campaign, each CFC Representative was given a challenge by Lt. Gen. Eugene Tattini to compete for a CFC Leadership recognition award. Two organizations have met the challenge and earned leadership awards for their efforts. The 61st ABG under the command of Col. Phil Parker and deputy commander Lt. Col. Terrence Regan, has achieved the Capital Club mem-

bership award. Through their Halloween Haunted House CFC fundraiser, they will donate a gift of \$1,000. In addition, the Systems Acquisition organization under the command of Col. Tom Fitzgerald, has achieved the Eagle Club membership award. Through their “silent auction” CFC fund-raiser, they will donate a gift of \$675.25.



Action line 363-2255

The Action Line is your direct link to Col. Phil Parker, 61st Air Base Group commander. Its purpose is to make Los Angeles AFB a better place to live and work. Below is a list of people to call if you have an issue to address.



- Base Exchange – David Clore 640-0129
- Base IG – Lt. Col. John Woodcock 363-0802
- Chaplain – Lt. Col. Gary Garvey 363-1956

- Civil Engineering – Lt. Col. William Saunders 363-0287
- Commissary – Al Cherry 363-6140
- Comm. Sqd. – Lt. Col. Lori South 363-0798
- Equal Employment Opportunity Program Office – Leonard Gonzales 363-1565
- Equal Employment Opportunity Program Office – TTY for hearing impaired 363-6862
- Family Support Center – Tom Sanders 363-5365
- Fraud, Waste and Abuse Hotline 363-2020
- Housing – Jon VanHoose 363-8340
- Logistics – Maj. Ronald Graham 363-0351
- Medical – Col. Mark Wisniewski 363-5005

- Mission Support – Lt. Col. Maureen Hurley 363-1230
- Privacy Act/FOIA – Jesusa Cruz 363-2576
- Public Affairs – Lt. Col. Robert Potter 363-0030
- Security Forces – Maj. Lyle Cary 363-0032
- Services – Gary Van Dusen 363-0430
- Military Equal Opportunity Office – Capt. Elizabeth Vallery 363-2806
- TRICARE 363-0261
- 24-hour Crime Stop 363-2124
- Legal Office – Col. Scott Bagley 363-0916
- Area Defense Counsel – Capt. Art Kirkpatrick 363-6776

Astro News

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Deadline for submissions is Friday, close of business, the week before publication. Articles should be sent via e-mail to the editor or sent on disk. The mailing address is SMC/PAI, 2420 Vela Way, Suite 1467, El Segundo, Calif. 90245-4659.

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For advertising information or space reservations, call Gail at (661) 945-5634.

Submit articles to:
SMC.PA.ASTRONEWS@LOSANGELES.AF.MIL
or
Call 363-0303 for more information.

News Briefs

BEP to host Comba-Tai demo

A Comba-Tai martial arts demonstration by Grandmaster Alonzo Jones will be held Nov. 9 from 11:30 a.m. to 12:30 p.m. in the Area A Mall. Following the demonstration there will be a seminar discussing topics such as nutrition and weight loss and basic self-defense. In case of rain, the event will be held inside the Daedalian Room at The Club. This event is being hosted by the Black Employment Program. Contact Teri Mathis at 363-2027 for more information.

USMC celebrates 225th birthday

The Montford Point Semper Fi Marines will host a Marine Corps birthday buffet dinner and dance Nov. 11 beginning with a no-host bar at 6:30 p.m. at The Club. Dinner starts at 8 p.m. Tickets are \$35 and can be purchased by contacting Claude Lee at 363-2661. "After Five" attire requested.

Senior leaders hit diamond

A friendly softball game between the generals and colonels and company grade officers will be held today at 11:30 a.m. on the softball diamond behind Building 80 in Lawndale. Bring noisemakers, snacks and friends to cheer on your favorite team.

Outdoor Rec. gets new digs

A ribbon cutting ceremony for the new Outdoor Recreation Equipment Rental Center will be held Nov. 20 at 11:30 a.m. in front of Building 242.

Academy cagers play locals

The Air Force Academy will play The Long Beach State men's basketball team at the Pyramid on the California State University Long Beach campus Nov. 21. Call the Pyramid Box office at 562-985-4949 to purchase tickets. Ask for a military discount for tickets, which will get you in the door for \$5.

Congrats to CCAF graduates

The Los Angeles AFB's Fall 2000 Community College of the Air Force graduates are: Staff Sgts. Mary Martin and Derrick McNair and Senior Airmen Clement Johnson and Merlin Ardorm.

MT Quarterly Award Winners

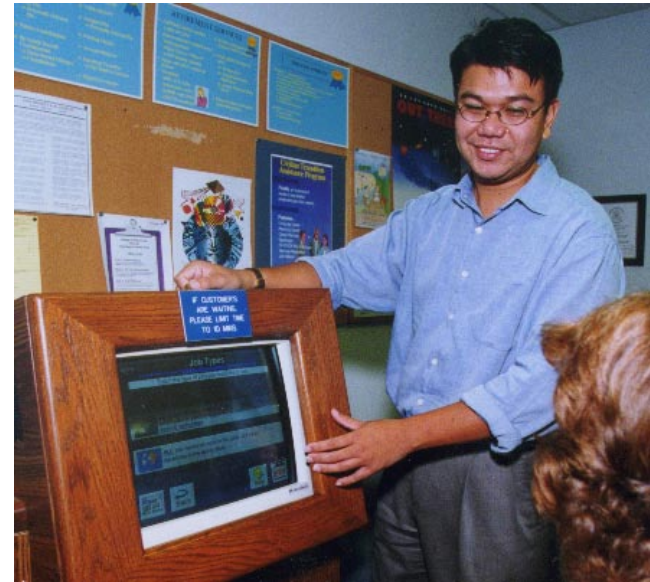
The Space Based Infrared Systems Program Office quarterly award winners for the third quarter are: Capt. Michael Guetlein, senior company grade officer; 2nd Lt. Scott Schweitzer, junior company grade officer, Tech. Sgt. Douglas Nall, non-commissioned officer; Hans Mossberg, Aerospace; and Deborah Myers, contractor. The Management Operations Team won the "Support IPT" category.

Holiday Bash set for Dec. 9

The annual SMC Holiday Bash party is 6 p.m., Dec. 9 at the Fort MacArthur community center. Tickets are \$10 for military/civilian employees and \$18 for contractors and Aerospace employees. Evening events include buffet dinner, door prizes, and dancing. For more information, call Capt. Brad Jacobs at 363-1396 or contact your unit representative.

A great place to work

Noel Abueg, the lead personnel assistant at the Los Angeles AFB's Civilian Personnel Flight, discusses career possibilities with an interested job applicant. The work force shaping initiatives, which are currently underway at SMC, are a collaborative effort between SMC's Human Resources Office, the Office of Personnel Management and Los Angeles AFB's Civilian Personnel Flight. Currently, 'critical fill' vacancies exist in contracting, financial management and security forces with a combined total of nearly 70 openings. The Civilian Personnel Flight is the door which can open career opportunities within civil service. (Photo by Joe Juarez.)



WORK FORCE, From Page 1

attract people to our center — we not only want to offer competitive salaries but also quality-of-life issues such as alternative work schedules, telecommuting and flex time."

The two critical issues, Karin said, are the critical need to fill positions and provide quality of life.

These challenges affect everyone, explained Semrod, in the form of long-term career growth, strategies to improve the work environment and quick recruitment for vacancies.

To offset this situation, "we're focusing on a lot of things at the same time — functional areas as well as the environment," said Semrod.

"To build upon the SMC work force data we compiled last year, we will very shortly be distributing an organizational assessment survey to all of our civilian and military employees. The survey will be anonymous and will be used to diagnose SMC's work environ-

ment and management effectiveness in terms which relate to recruitment and retention. Based on this survey, we will implement initiatives geared towards retention of current employees and enhancing our ability to attract a new generation of SMC employees," explained Semrod.

"Senior management is very supportive of our initiatives and feels this is the road to the future for SMC mission accomplishment," said Semrod. "To remain strong, we must pursue work force shaping initiatives that allow us to hire and maintain a quality work force for the years ahead. We hope 100 percent of our work force will respond to this survey to make it as reflective as possible of how people feel about working at SMC."

"I'm sincerely hoping the results of our efforts will bridge the gap we anticipate in the civilian work force in the next five years," said Semrod.

Chief's Corner: Commentary from SMC's Top Enlisted

Make every day 'inspection day'

Have you heard the inspector general is coming and we have to get ready? While we always make time to prepare for any inspection, the realization that the "IG" is coming congers up fear across the unit. I have a simple and time proven solution to prevent last minute panic of any inspection. If we approach every day as an inspection day, then confidence and pride displace fear. Every new customer to your duty section makes an assessment of your attitude, dedication to duty, technical ability and unit pride. Let's hope they find you in a pleasant mood and willing to listen before responding. The expression — you never have a second chance to make a first impression, captures the essence of this strategy. How you respond to each first time visitor to your section makes a statement about your attitude. Don't overlook how you respond to e-mails, phone calls and other replacements to the old fashion face-to-face customer. Your attitude speaks louder than words. Each day, check your attitude and decide if this is how you want to be remembered.

Dedication to duty and technical ability goes hand in hand. If you know the latest governing instructions, policies and procedures, your self-confidence is transmitted to your customers and co-workers. If you can't answer a question, offer to research the issue and get back with the correct information — just don't make "I don't know" a common reply. Learn what is important to your customers and attempt to have the current information at

your fingertips. If you are pressed for time, ask a co-worker to assist. Never let a visitor feel that your time is more valuable than your visitor. Your dedication to duty motivates you to work an issue during the lunch hour or after the end of the normal duty day. Your technical ability allows you to demonstrate your dedication to duty. Unit pride is evident when your personal appearance and your work area presents a professional appearance. Look for posters or homemade signs that may sound sarcastic or may offend a visitor. Replace them with statements of your customer focus policy, unit goals and mission statement. Photos of unit activities, award winners and unit citations demonstrate unit pride. Your personal appearance also speaks volumes about your pride and commitment to standards. When you demonstrate compliance with visible standards, your pride and credibility is enhanced. Make every effort to dress like today is your first job interview or first open ranks inspection.

While the IG doesn't visit the base every day, you meet your own personal inspector every day. This counts just as much as a formal inspection report. If you approach every day as if it is an inspection day, you will be prepared and both you and your unit will shine bright.



**Command
Chief Master Sgt.
Don Cleveland**



Greetings to our Russian visitors

Col. Alexander Tyrishkin, Directorate Chief of Ecological Safety, Russian Ministry of Defense, greets SMC vice commander Brig. Gen. William Wilson during a visit to Fort MacArthur Oct. 19-27. Tyrishkin led a delegation from the Russian Federation, which was in the United States to discuss how to deal with pollutants and debris that falls back into the atmosphere from launched vehicles. *(Photo by Joe Juarez.)*

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Career Assistance Advisor's Corner

Staff Sgt. Neely Brody...

Date reenlisted: Oct. 13.

Date entered service: Sept. 18, 1989 – The Air Force's birthday.

Date arrived station: Oct. 26, 1998.

She was recently selected for promotion to technical sergeant.

Job title: Defense paralegal for the Area Defense Counsel.

Career goal: Finish degree and apply for a commission.



Why I stay in the Air Force? From the day I initially enlisted, I always knew I'd stay in for at least 20 years. I like to travel, meet new people and go to school. The Air Force has allowed me to do all of those things. I've been to Greece, England, Germany and Italy, and even a few stateside assignments in just 11 years. Now I'm going to Korea. My parents have never even been outside the United States, and I'm on my way to my fourth country. I would have signed up for 20 on the first day. I have

never seriously considered separating from the Air Force. I did make a career change in 1994, but my career plans have always included an Air Force job, either enlisted or as an officer in the near future.

Even with the assignment to Korea away from my husband, I didn't consider other avenues. The benefits and pay don't get me up each morning, it's the job and the people that keep me in. The Air Force is what I do. I'm proud of my service to my country.

One step closer to a dream

AF captain builds resume in effort to become test pilot

Peggy Hodge
Public Affairs

At age seven, she loved airplanes. At 30, she was flying them. Now, after seven years in the Air Force, Capt. Amie Tavanese is on the fast track to becoming a flight test engineer.

In her seven years wearing Air Force blue, Tavanese has earned an aerospace engineering degree, performed duties as a missileer and missileer instructor, helped train Sen. John Glenn and worked on several experiments and policy issues for SMC's Department of Defense Shuttle/International Space Station Payloads Office at the Johnson Space Center in Houston.

"In addition to becoming a flight test engineer, I have always been interested in space," said Tavanese, a flight aeronautical engineer for the F-22 program at Edwards AFB, Calif., where she is one step closer to realizing her goal of becoming a flight test engineer or even a test pilot.

Tavanese recently completed a three-year tour at the DoD Shuttle/ISS Payloads Office. "I loved the hands-on work with experiments at JSC," said Tavanese.

One of the most rewarding experiments was an experiment called "Cosmic Radiation Effects and Activation Monitor," she said. "CREAM basically looked at the radiation environment in space and the various shieldings a crewmember or equipment would experience or be susceptible to on orbit. The data collected will help improve

the models currently used to predict the effects of radiation and allow engineers and scientists to provide improved protective measures. This experiment benefits not only the military space community, but the space community as a whole."

The CREAM experiment was rewarding for Tavanese in many ways.

"We actually put that experiment on the MIR Space Station, and I was involved with the training of a Russian cosmonaut. I trained Salizhan Sharipov as the primary crewmember and U.S. Astronaut Bonnie Dunbar as the backup crewmember. It was amazing to think of the experience the Russian cosmonaut has seen and was only 33 at the time of his mission on STS-89 in January 1998. He understood some of what I would say, but the majority of the training was through an interpreter. I wasn't sure what to expect before the training session, but he seemed to catch on very quickly, and when the time came to use his knowledge on orbit, the operations were a complete success," she said.

During her time with SMC, Tavanese was also excited to work with Sen. Glenn, who made his first ride almost 40 years ago and was now preparing for the launch of one of the ISS payloads experiments.

"Our training team, made up of scientists, engineers and managers, were responsible to explain and demonstrate, through hands-on training, the procedures Senator Glenn would need to perform," Tavanese said.

While at the Johnson Space Center, Tavanese also moni-



Courtesy photo

Tavanese talks to a visitor at a recent open house.

tored payloads with the International Space Station to help find "rides" for DoD payloads on space shuttle launches. She was one of the few experts at SMC who worked with manned space flights.

With all of her professional accomplishments, Tavanese is happy to admit that she also has a personal life she enjoys. An avid runner, pounding the pavement is her time to forget about the everyday stresses of work and life. But even then, she's thinking about becoming a test pilot. She also plays softball, plays soccer, is a private pilot and enjoys acting.

The next step for Tavanese in getting into test pilot school is updating her application in anticipation of the next board which meets in January.

"Getting into test pilot school is my dream and my goal," says Tavanese.

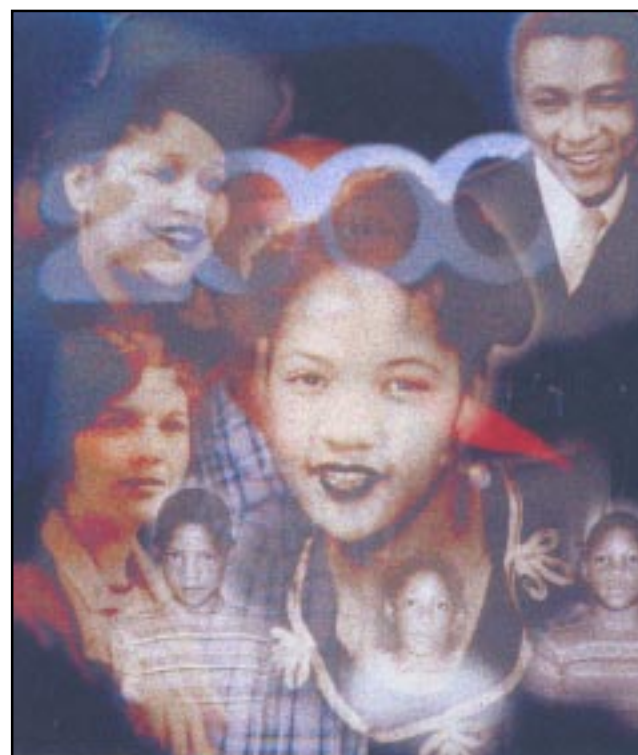
‘Veronica’ tops in base photo contest



First Place *Color Print Photo* “Veronica” by Deborah Myers.



First Place *Monochrome Print Military and Air Force* “Uniform of the Day” by Rolan Hernandez.



First Place *Computer Image Enhancement* “The Family” by Johnnie McCall.



First Place *Monochrome Print Creative Effects* “Big Trees” by Rolan Hernandez.



From left: Tim Dougherty, John Bohon, Joe Juarez and Lou Hernandez select winning photos Oct. 27.

First Place
Monochrome Print Nature or Scenic
“The River”
by Rolan Hernandez
(right.)



First place *Monochrome Print People* “Smiling Poker Faces” by Rolan Hernandez.

Test Pilot School offers exciting chance to test new weapons

Applications due Dec. 8

WRIGHT-PATTERSON AIR FORCE BASE, Ohio (AFPN) — Any officer wanting to help influence and evaluate future Air Force weapon systems should get ready because the next Air Force Test Pilot School Selection Board convenes Jan. 22, 2001.

The Air Force Test Pilot School, an Air Force Materiel Command-managed program, is the world's preeminent fixed-wing test pilot school, according to Lt. Col. Lionel Alford, AFMC's aerospace test policy and training team chief. The board will convene at the Air Force Personnel Center located at Randolph Air Force Base, Texas.

"We train pilots, navigators and engineers to test the newest aircraft and aircraft systems," Alford said. "We need applicants from all aircraft types and backgrounds with strong academic and technical experience who want to help develop the next generation Air Force weapons and weapons systems."

Applications should be sent to the following address:

Headquarters AFPS/DPAOT3
550 C St. West, Suite 31
Randolph AFB, TX 78150-4733

The applications need to arrive no later than Dec. 8, Alford said. Also, officers who currently have an application on file must update it to meet the requirements in Air Force Instruction 99-107 no later than Dec. 8.

"Applicants should tell their supervisors and individuals sending recommendation s about the application and update deadlines," Alford said, reminding applicants that no more than three Air Force forms 1712 will be allowed.

All eligible officers may apply, Alford said. However, due to permanent change of station policy constraints, the board will only consider those applicants meeting time on station eligibility restrictions. CONUS applicants need one-year time on station, and overseas applicants must be within 60 days of completing their required overseas tour by TPS class report date — July 2001 or January 2002.

"AFPC will determine assignment availability approximately 3 weeks before the board meets," Alford said. "It's very important that applications include all the required information and arrive on time. The selection board may not consider applications received after the cutoff date."

"Test pilots are a treasured resource because they are the first Air Force people to fly and test our new aircraft's capabilities," Alford said. "My hat is off to all of you who apply and good luck."

The points of contact for TPS applications, eligibility criteria and board procedures are Maj. Clark Peterson, Howard Peterson or Tech. Sgt. Scot Kersten at DSN 665-2306. Direct questions concerning other aspects of the flight test program to Gwen Narleski at DSN 527-9811. (*Courtesy of AFMC News Service*)

Leading LA

Staff Sgt. Scott Silva...



... is a structural specialist with the 61st ABG. He is currently assigned as the Quality Assurance Evaluator for the \$13 million addition to the Pacific Heights military family housing project.

In this position, Silva ensures the contractor meets the specifications of the contract, plans and building codes for the 71 new homes.

"It's really nice to see families start to move into the new homes. I have a lot of job satisfaction in this project. The new homes are beautiful and everyone is very happy," Silva said.

The Kailua, Hawaii, native has been stationed at the Los Angeles AFB for

nearly five of his 10-year Air Force career.

He's currently working on his seven-level qualification for his career field, and his goal is to complete a degree in construction technology and start his own general contractor business.

If he's not at work, Silva can often be found volunteering at the Cabrillo Beach clean-up or installing an irrigation system he designed for the San Pedro community.

Silva likes to work on carpentry projects as a hobby and enjoys a good game of volleyball on the beach.

Boo!

***Haunted House
raises hair,
cash for
2000 CFC***



The 61st ABG hosted a haunted house at the Fort MacArthur Community Center Oct. 27-28 and raised \$1,000 for the Combined Federal Campaign. Clockwise from top right: Blood sprays as a guest is tortured in an electric chair. A scary clown spooks haunted house visitors. A group of teens show off some costumes for the camera. A youngster is spooked as he enters the haunted house. (Photos by Joe Juarez)